TRINITY SCHOOL

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HEAD OF LOWER SCHOOL SEARCH

Position starts July 1, 2026

Durham, North Carolina

About Durham, North Carolina

Living in Durham, North Carolina, offers a vibrant mix of Southern charm and modern innovation. The city's thriving downtown features acclaimed restaurants, local breweries, and cultural landmarks like the Durham Performing Arts Center and the historic Carolina Theatre. As part of the Research Triangle, Durham benefits from a strong economy anchored by Duke University, cutting-edge health care, and a growing tech sector. Neighborhoods range from tree-lined historic districts to new mixed-use developments, providing diverse housing options. Outdoor enthusiasts enjoy access to the Eno River trails, the American Tobacco Trail, and nearby state parks. With its blend of academic energy, creative spirit, and community warmth, Durham combines small-city livability with big-city opportunity.

A THRIVING LOWER SCHOOL COMMUNITY

The Lower School of Trinity School of Durham and Chapel Hill is, in the words of one administrator, a "magical place." It's a school where children are known and loved—a recurring theme that is expressed regularly by members of the community. As the largest of Trinity's three divisions, the Lower School holds an especially important position in the application of Trinity's distinct mission. Guided by a dedication to the four pillars of its educational program—Christian, classical, rich, yet unhurried—the Lower School has been the anchor of Trinity's mission since the school's founding and embodies all four of these pillars in many ways. Revealing truth, goodness, and beauty all along the way, these principles are not just abstract ideals: they are deeply integrated into every aspect of the learning environment, shaping the intellectual, moral, and spiritual development of Trinity students.

The Lower School curriculum blends the classical tradition with the ideals and principles of Charlotte Mason, a British educator who believed deeply that the child is a born person and that education means forming meaningful relationships with ideas, with the natural world, with others, and with God. The school's unhurried approach to learning places a high value on providing the time and space necessary for students to thoroughly engage with and reflect on their learning. Parents describe Trinity as a community that balances academic excellence with grace and belonging—where teachers know their students deeply and model faith in action.

Leading Trinity's Lower School is an outstanding opportunity to support the school's distinct mission and be a member of a talented leadership team at a growing, thriving school in one of the nation's most desired locations.

A FLOURISHING TK–12 SCHOOL WITH A STORIED HISTORY AND A BRIGHT FUTURE

Situated on an attractive 22-acre campus located minutes from the heart of Durham, North Carolina, Trinity School of Durham and Chapel Hill has served its growing community since its founding. Nestled between trails, creeks, and forests, the campus is designed for learning and play, rigor and rest, and community and caring.

Trinity was incorporated in the spring of 1995, and just after Labor Day of that same year, the school opened its doors to 39 students in three classes covering grades K–4. In its early years, the school met at Hope Creek Church on Erwin Road. The school subsequently moved to its present location, and in 2001 the Lower School was the first building to open. The campus and overall enrollment have grown considerably since the school's founding, with the latest building project involving a renovation and expansion of Lower School classrooms and facilities.

Today, Trinity enrolls 624 students, more than 300 of whom are Lower Schoolers. Guided by Trinity's distinctive mission, the school helps its graduates find right-fit colleges, universities, community colleges, and other paths, all in pursuit of God's calling on their lives. Graduates of Trinity attend the University of North Carolina, Duke University, Columbia University, Furman University, Loyola University Chicago, Wake Forest University, Davidson College, the US Naval and Air Force Academies, and many other colleges and universities in the US and abroad.

PORTRAIT OF A LEARNER

Trinity's Portrait of a Learner reflects the heart of its mission in action. Rooted in the framework of Christian faith, this vision describes the kind of student who flourishes through a Trinity education—one who pursues truth, embodies goodness, and delights in beauty. It highlights the habits of learning, character, and creativity that prepare our students to live lives of purpose, wonder, and service. This is the school's hope for every Trinity learner: a mind engaged, a heart transformed, and a life inspired by love.

Further Explore What Makes Trinity Distinctive

- Athletics in the Lower School
- The Arts in the Lower School
- Celebrating Thirty Years of Trinity School
- A Diverse Trinity Community

The Mission

The mission of Trinity School is to educate students in transitional kindergarten to grade twelve within the framework of Christian faith and conviction—teaching the classical tools of learning; providing a rich yet unhurried education; and communicating truth, goodness, and beauty.

Trinity's Expanded Mission Statement

Trinity's Expanded Mission Statement provides a more detailed description and explanation of each of the distinctive elements of our school's mission statement:

- The Framework of Christian Faith and Conviction
- A Classical Education
- A Rich Education
- An Unhurried Education
- Communicating Truth, Goodness, and Beauty

Education is primarily the responsibility and privilege of parents, and Trinity School seeks to enter into a partnership with our parents toward the goal of an excellent education. Our aim is to support families by bringing together our special resources to help them attain their educational and spiritual goals. To this end, we encourage each family to be actively involved in their child's life as a Trinity student, and we look forward to working together to develop this community of learning called Trinity School.

HEAD OF LOWER SCHOOL LEADERSHIP PROFILE

Trinity School of Durham and Chapel Hill seeks a leader who will enthusiastically embrace and champion the school's distinctive mission, which is grounded in a classical Christian education.

The successful candidate will be a leader distinguished by a warm, welcoming, and inclusive personal manner, exceptional verbal and written communication skills, a commitment to the school's mission, a love for guiding young learners, and a dedication to nurturing a culture of dignity and respect. They will also bring the skills, initiative, and drive to help further realize a compelling and sustainable vision for the future of the Lower School.

Trinity School of Durham and Chapel Hill is conducting a national search to identify its next Head of Lower School. Search consultants Carol Santos and George Sanderson of Educators Collaborative solicited input from all stakeholders during an on-campus visit and gathered additional input from stakeholders through an online survey. Based on this input, the following represents a summary of the Lower School's strengths, its challenges and opportunities, and the skills and attributes desired in Trinity's next Head of Lower School.

Strengths of the School

- Trinity's mission is well-defined and distinct. The school has a very clear sense of its culture and thus attracts families that are aligned with its values.

- Trinity is justifiably proud of its close community. The school community is warm, caring, and supportive, making it a very attractive place to work and learn.

- The Lower School at Trinity has an excellent reputation in a competitive market. The school's consistent growth is a testament to the high regard in which it is held.

- Trinity benefits from a strong and very supportive leadership team. There is a strong sense of unity among its leaders, who work well together in a collegial, high functioning manner.

- Trinity's campus and facilities are both beautiful and intentionally designed. The well-maintained school buildings, especially the recently renovated and growing Lower School, support the needs of students and teachers extremely well.

- Trinity is deeply committed to supporting its diverse student body, and its dedication to creating a culture of belonging is unequivocal.

- The strength of Trinity's academic program is evidenced by the achievements of its students and the outstanding college placement record that the school enjoys.

- Trinity is on very solid financial footing and is in the midst of the largest capital campaign in its history, having already received donations and commitments in excess of $12 million.

Opportunities and Challenges

Regularly articulate and support the distinct mission of Trinity

The Head of the Lower School must be an individual who supports and champions Trinity's distinct mission and who will see their role as passing the mission on to the next generation in a form that is consistent and recognizable to those who have gone before, even as the school evolves. The Head of Lower School is responsible for training Lower School teachers in the school's distinctive pedagogy and holding them accountable for delivering the mission of the school.

Manage, support, and inspire an outstanding faculty

Trinity's Lower School teachers are dedicated, talented, and respected. The next Head of Lower School will be responsible for continuing to nurture, develop, and serve as an advocate for faculty while supporting their morale. Although recent attrition is relatively low, division heads are responsible for partnering with the Head of School to recruit, onboard, and retain talented teachers when turnover occurs.

Manage the growth of the Lower School
Trinity's Lower School is its largest division and is expected to grow further in the coming years. Balancing this growth with a continuing dedication to the mission and culture of Trinity will be an important priority for the new Head of Lower School.

Manage the transition to new learning spaces
Trinity expects to complete its latest construction project, which will add 15,000 square feet of space and four new classrooms to the Lower School, in late spring of 2026. The next Head of Lower School will oversee the logistical challenges of moving into this new space as well as the renovation of existing classrooms in the following year. Key to this leadership will be supporting the morale of teachers, who have experienced the stress of several classroom moves in recent years.

Champion the Charlotte Mason–inspired, classical-education approach to learning
Trinity's Lower School provides students with a classical curriculum which incorporates the principles of Charlotte Mason. The next Head of Lower School will be charged with supporting this distinct approach to teaching and learning, while reinforcing its implementation in a consistent manner throughout the division.

Serve as a respected voice on the school's Leadership Team
The Head of Lower School serves as an important member of the school's Leadership Team, along with the other division heads and the Associate Head of School. Advocating for the Lower School is an aspect of this role, while simultaneously balancing the bigger picture of the needs of the school at large. In this role, the Head of Lower School will have to think and act institutionally, beyond just the needs and goals of the Lower School, as part of the team that guides the entire school.

Partner with the Enrollment Management office to drive enrollment growth
Given the competitive independent and public school market in the area, it will be important for the Head of Lower School to work closely with the Enrollment Management office by attending events, supporting the admission process, serving as an ambassador for the school, and thinking strategically about potential areas for enrollment growth.

Support diverse learners
Trinity School serves students with a range of learning needs and challenges. The Head of Lower School will supervise the learning specialists in the Lower School and will work closely with them to support students and teachers according to the school's Policy on Students with Diverse Learning Needs.

Demonstrate a commitment to professional growth
As the leader of the Lower School, its head will be expected to model a professional-growth mindset and encourage the same in the faculty.

Skills and Attributes of the Next Head of Lower School

Trinity School of Durham and Chapel Hill seeks a Head of Lower School who will lead and support a community in which there is delight in learning and an atmosphere that encourages the sort of intellectual, moral, and aesthetic development that is fitting for those who bear the image of God. The successful candidate will bring a professional approach distinguished by enthusiasm, compassion, and grace. Ideally with experience in an independent school setting, the new Head of Lower School will reflect the following:

- A commitment to the mission of Trinity School and a program that stimulates students' natural curiosity, guiding their discovery toward personal, intellectual, and spiritual growth.
- Deep personal faith in Jesus Christ and alignment with Trinity's evangelical, orthodox, and ecumenical mission.
- A proven track record of supporting faculty excellence and innovation.
- A demonstrated dedication to researching and applying innovative educational practices to improve student learning outcomes.
- A genuine love of and experience with the unique academic, developmental, and emotional needs of Lower School students.
- A strong commitment to building an inclusive community of teachers, students, and parents in which everyone is learning and growing and all individuals have a deep sense of belonging.
- Excellent written and verbal communication skills and a warm, approachable demeanor.
- The ability to articulate the distinct mission and value proposition of a Trinity education to the wider community.
- The ability to build relationships quickly in the Trinity community.

The Search Schedule

Trinity plans to identify a group of candidates to interview virtually in early December 2025. From this group, the school will select finalists to visit Trinity for a full day of interviews in January 2026. The Head of School expects to reach a decision and appoint a Head of Lower School–Elect shortly after finalist visits, with the term of employment to commence on July 1, 2026.

APPLICATION PROCESS

Candidates interested in this position are asked to email the following materials in a single merged PDF document, in the order listed below, by **November 30, 2025** to the Educators Collaborative consultants**.**

- EC Candidate Summary Sheet (you'll be asked to make a copy upon opening).
- Letter of interest, addressed to the Head of School.
- Mission Reflection Statement addressing at least two things that resonate with you from Trinity's Mission Statement, and what you find appealing about working with or around children and young people.
- Current résumé.
- A list of five or more references, with their contact information (including phone numbers and email addresses). Candidates will be contacted before reference calls are made.
- Disclosure Form (you'll be asked to make a copy upon opening).

Application materials are to be sent electronically via email to:

George Sanderson, Partner, Educators Collaborative
Email: gsanderson@educatorscollaborative.com

Carol Santos, Partner, Educators Collaborative
Email: csantos@educatorscollaborative.com

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